



GAZETTE

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No. 464

GOVERNMENT OF SIKKIM

DEPARTMENT OF PERSONNEL, ADM. REFORMS, TRAINING, PUBLIC GRIEVANCES, CAREER OPTIONS AND EMPLOYMENT SKILL DEVELOPMENT AND CHIEF MINISTER'S SELF EMPLOYMENT SCHEME GANGTOK - 737101

No. 210/GEN/DOP

Dated: 18/11/2009

RESOLUTION

The Fourth Pay Commission was set up by the Government of Sikkim vide Notification No. F(70)162/GEN/DOP, dated 18th August, 2008 as amended by Notification No. 126/G/DOP dated 11.11.2008 (to extend the coverage of the Notification to the State Judicial Services). The Commission submitted its Report recommending Revision of Pay structures, allowances, conditions of service and retirement benefits of Sikkim Government employees including those under regular Work Charged establishment on 12th August, 2009. The Government subsequently appointed the Committee of Secretaries vide Notification No. 185/GEN/DOP, dated 18/8/2009 under the Chairmanship of Additional Chief Secretary-cum-Development Commissioner to examine the recommendations of the 4th Pay Commission and submit its report thereon for the final decision of the Government. After careful consideration of the recommendations of the Commission and the submissions of the Committee of Secretaries the Government has decided to accept the recommendations of the Commission with some modifications as broadly stated below and detailed in the Annexures.

- 1. The Pay Band and Grade Pays in respect of general category of employees as well as the State Government teachers will be modified as shown in Annexure I & I A.
- 2. The revised pay scales and Dearness Allowance will be effective from 1st January 2006 while other allowances will be payable w.e.f 1st April 2009.
- 3. The revised pension will be effective from 1st January, 2006.
- 4. The Medical Relief for the State Government pensioners will be enhanced to Rs.1000 per month against Rs. 500 p.m. recommended by the Commission.
- 5. 40% of the arrear on account of revision of pay and allowances will be payable in 2009-10, another 40% in 2010-11 and the balance 20% in 2011-12.

By Order

Secretary to the Government of Sikkim Department of Personnel, Adm. Reforms & Trg.

Statements showing the recommendations of the 4th Pay Commission and the decision of the Government thereon.

I. Pay Structure Recommendations of the 4th Pay Commission	Decision of the Government
Pay Scales (i). The four category of Pay Bands i.e. PB-1 of Rs.5200 – 20200, PB-2 of Rs.9300-34800, PB – 3 of Rs.15600-39100 and PB – 4 of Rs.37400-67000 in which the pay of the Central Government employees have been revised may be adopted for revision of pay of State Government employees with suitable modifications in the Grade Pays to suit the State's need. (2.8)	Accepted subject to modifications as follows: i) Against the four Pay Bands, there will be five Pay Bands. The pre-revised pay scale of Rs. 14300-18300 shall be placed in PB 4 of Rs. 32000-60000 with Grade Pay of Rs. 9000. Consequently the Pay Band 4 of Rs. 37400-67000 against the pre-revised pay scales of Rs 17200-21250 and Rs. 17700-21700 with the Grade Pay of Rs. 9500 and Rs. 10000 respectively will be categorized as PB-5. ii) The Grade Pays against each of the pre-revised pay scale will be modified as shown in Annexure I.
(ii). Pay scales of different category of teachers and the heads of the schools to be upgraded under a distinct three tier pay structure in the Central Government pattern in consideration of their roles and responsibilities. (3.8.9)	Accepted subject to modifications in the Grade Pays as shown in Annexure — I A.
(iii). A new pre-revised pay scale of Rs.10000-15200 for the posts of Superintendent of Police and the Principal of the Senior Secondary School to be introduced and the pay to be revised in the corresponding Pay Band and Grade Pay. (2.9)	Accepted
(iv). The pay scale of Rs.7500-12000 to be abolished from the State Health Services Cadre once the existing incumbents move on to the next higher pay scale. (3.7.3)	The existing intermediary pay scale of Rs.7500-12000 will be abolished from the State Health Service including State Nursing Service and the State Forest Service.
(v). A super time pay scale corresponding to the pre- revised Rs.14300-18300 to be introduced in the State Police Service for the post of DIG for placement on the said pay scale on completion of 4 years in that grade. (3.11.8)	Accepted subject to condition that completion of 04 (four) years will be in substantive capacity.
(vi). Placement of the Officers of the State Services in the apex pay scale (pre-revised of Rs. 17700-21700) on completion of 4 years on that grade or 30 years of total service with a minimum one year of service in the pay scale of pre-revised Rs. 17200-21250. (2.16)	Status quo of the existing condition for placement in the apex scale will be maintained.
2. Fixation of Pay The Pay of the State Government employees to be fixed in the recommended Pay Band and Grade Pay in the manner laid down in Para 2.19 of the Report.	Accepted
3. Increments Annual increment to be paid at the rate of 3% of the pay in the Pay Band and Grade Pay rounded off to the next multiple of 10. (2.22)	Accepted

4.	Date of Annual Increment: The date of Annual Increment in all cases to be 1st July. (2.23)	Accepted
5.	Variable Increments: As incentive for better performance annual increment at the higher rate of 4% to be granted to the 20% of best performers in PB 3 initially and the scheme to be extended to PB-2 and PB-1 subsequently. (2.11)	Not accepted.
6.	Date of Effect of the Revised Pay: Revised Pay and Dearness Allowance to be made effective from 01.01.2006 and the revised allowances to be made effective from 01.04.2009. (2.25)	Accepted
7.	Payment of Arrears: 60% of the arrears on account of revision of pay and allowances to be paid in 2009-10 and the balance to be paid in the next financial year 2010-2011 in the mode as per the convenience of the Government. (2.26)	40% of the arrears will be paid in the financial year 2009-2010, another 40% in 2010-2011 and the balance 20% in 2011-2012.

II. Service/Posts specific recommendations.

Recomment Following po	Decision of the Government				
Deptt.	ollowing posts under different Departments to eptt. Posts Ex		Upgraded scale	Corr. PB & GP	Modified Grade Pays
Agriculture	Field Asstt.	2850-4170	3050-4550	PB-1 - 1900	PB-1 2300
Excise	Constable	3050-4550	3200-4800	PB-1 - 2000	PB-1 2400
	Naik	3200-4800	3400-5100	PB-1 - 2200	PB-1 2600
	Head Const.	3400-5100	3600-5400	PB-1 - 2300	PB-1 2700
Forest	F.G.	3050-4550	3200-4800	PB-1 - 2000	PB-1 2400
	Head FG	3200-4800	3600-5400	PB-1 - 2300	PB-1 2700
Health	Staff Nurses/ Ward/OT Sister	5000-8000	5500-9000	PB-2 - 4000	PB-1 4200
Labour (Industrial	Workshop Attendant	3050-4550	3200- 4800	PB-1 - 2000	PB-1 2400
Training	Craftsman Instructor	4300-6800	5000-8000	PB-2 - 3600	PB-2 3800
Institute)	Workshop Superintendent	5000-8000	5500-9000	PB-2 - 4000	PB-2 4200
Finance,	Checkers	3050-4550	3200- 4800	PB-1 - 2000	PB-1 2400
Revenue & Expenditure	Assistant Inspectors	3400-5100	3600-5400	PB-1 - 2300	?B-1 2700
SNT/MV	Constable	2850-4170	3050-4550	PB-1 – 1900	PB-1 2300
	Fitters To be re-designated as Mechanics and ITI trained incumbents in the existing scale of Rs. 2850-4170 to be placed in the next higher pay scale of Rs. 3050-4550. (3.1.1-3.18.6)			Accepted	

III. Dearness Allowance and other compensatory allowances:

Recommendations of the 4th Pay Commission	Decision of the Government		
(i) Dearness Allowance: Dearness Allowance to be paid at par with the rates admissible to the Central Government employees. (4.1.3)	Accepted.		

(ii) House Rent Allowanc: The House Rent Allowance	Accepted
may continue at the existing rates subject to a minimum of Rs 1500.00 per month. (4.1.7)	
(iii) Sikkim Border Compensatory Allowance: Existing rates of 10% may continue. (4.1.10)	Accepted
(iv) Siliguri, Darjeeling, Kolkatta, New Delhi Compensatory Allowance: Existing rates to be continued. (4.1.11)	Accepted with the proviso that the allowance will be extended to any other places out side the State.
(v) Difficult Area Allowance : The list of difficult areas may be revised and allowance thereafter may be paid at the following rates: Grade Pay of 4800 and above: Rs 1000.00Grade Pay of 4400 and below: Rs 800.00 (4.1.12)	Accepted subject to payment as per the modified Grade Pay.
(vi) High Altitude Allowance: The rates may be revised as follows-Lachen, Lachung and areas between 8000ft to 12000 ft: Rs. 1200.00 per month Area above 12000 ft: Rs 1500.00 per month (4.1.13)	Accepted.
(vii) Special Duty Allowance: The Special Duty Allowance may be granted at the rate of 12.5% to the State Government Employees at the rate it is admissible to the Central Government Employees and AIS personnel. (4.1.49)	Accepted only in case those employees posted outside the State.
(viii) Children Education Allowance: May be paid at par with the rates admissible to Central Government employees. (4.1.44)	Accepted only in case those employees posted outside the State.
(ix) Transport Allowance: Transport Allowance to various categories of employees of the State Government other than those availing of the Government transport facility may be paid at the following rates — Grade Pay of Rs. 4800 and above:Rs. 2500 + DAGrade Pay of Rs. 4400 – 3000: Rs. 1000 + DA Grade Pay of Rs. 2600 and below: Rs. 600+ DA (4.1.39)	Not accepted.
(x) Conveyance Allowance: Conveyance Allowance may continued to be paid at the existing rate of Rs. 8000 per month with addition of DA thereon. (4.1.40)	Status quo of the existing rates will be maintained
(xi) Travelling Allowance and Daily Allowances: The Travelling and Daily Allowances may be revised at the rates recommended at para 4.1.15 to 4.1.26 (4.1.15-4.1.26))	Accepted.
(xii) Risk Allowance: Existing Risk Allowance may be replaced by free medical and life insurance scheme with the coverage of Rs. 5.00 lakhs for employees in PB I, Rs. 7.00 lakhs to those in PB II and Rs. 10.00 lakhs to those in PB III after the recommendations are further examined by a team of experts drawn from the Health, Finance and Personnel Departments as well as the concerned Departments. Till such time existing Risk Allowance to be continued. (4.1.29)	Status quo will be maintained.

(xiii) Training facilities and Training Allowance: The existing training facilities to be upgraded and Training Allowance may be paid to the faculties drawn from other Services, Colleges and Universities at the rate of 20% of the revised pay. (4.1.31)	Accepted.
(xiv) Service specific allowance:	
 (a) Animal Husbandry & Veterinary Services: (i) The NPA may be paid to Veterinary Doctors at the rate of 15% of the revised pay subject to conditions laid down in para (3.4.3.) 	Not Accepted. Status quo will be maintained.
(b) State Health Service: (i) The possibility of introducing dynamic Assured Career Progression Scheme as exist in the Central Government Health Service to be examined after cadre review and identification of duty posts. (3.7.2)	·
 (ii) The recommended ACPS to be extended to Doctors. (3.7.3) (iii) Doctors possessing higher qualification may be granted as incentives additional increments as follows: 	Accepted.
 (a) Post Graduate Diploma : one increment (b) Post Graduate Degree : two increments (c) Post Doctoral Degree : three increments 	
(iv) The recommended benefits not to be admissible to the incumbents who have availed of such benefits previously. (3.7.4)	
(v) Non Practicing Allowance may be paid to the Doctors at the rate of 15% of the revised pay subject to the conditions laid down in para 3.7.7 and 3.7.8 of the Report.	
(vi) Rural Allowance to continue to be paid at the existing rates. (3.7.9)	•
 (c) Sikkim State Subordinate Nursing Services: (i) Nursing Allowance to be paid to Nurses working in the Hospitals at the rate of Rs. 1000.00 per month after identification of duty posts. (3.7.16) 	
(ii) Washing allowance may be paid to Nurses and all other uniformed Para Medical Staff at the rate of Rs. 60.00 per month. The allowance to be enhanced by 25% when DA reaches 50%. (3.7.18)	Rs. 200.00 per month without linkage to DA.
(d) Sikkim Police: (i) Uniform Allowances: The existing rates of Uniform Allowance to the entitled personnel may be revised as follows: Initial grant Rs. 14000.00 Renewal grant Rs. 3000.00 after every three years. (3.11.11)	Accepted.
(ii) Kit Maintenance Allowance: The existing rates may be doubled. (3.11.12)	Accepted.

 (iii) Hation Allowance: Existing rates to be doubled for postings in the Notified Difficult Areas and for the rest to be enhanced by 50%. (3.11.14) (iv) Special Incentive Allowance: May be granted to officials under Vigilance Directorate involved in investigative works at the rate of 10% of the revised pay. (3.11.15) (e) Transport Department: (i) The existing rates of 	The Aliowance will be revised at the at the uniform rate of Rs. 500.00 per month. Not accepted. Accepted.
Kilometer Allowance may be enhanced by 50%. (3.17.7)	
(ii) Drivers of Buses and Trucks may be provided additional financial packages of Rs. 1000.00 per month to meet expenses on engaging attendants (cleaners). (3.17.8)	Not accepted.
V. WELFARE MEASURES	
Recommendations of the 4th Pay Commission	Decisions of the Government
 Leave Travel Concession to be introduced in the State for its employees once in a block of four (04) years. (4.2.5) 	LTC will be allowed only for those employees who are posted outside the State for visiting the home town in Sikkim once in a year.
(ii) For Group – C & D employees drawing leave encashment the facility to be optional. (4.2.7)	Accepted in case of entitled category.
(iii) General Provident Fund Scheme: The status quo of the existing system may be maintained. If any change is considered desirable Government may do so after the Central Government takes decision on the recommendations of 6th CPC. (4.2.10)	Status quo to be maintained
(iv) State Government Employees Group Insurance Scheme: The revised rates of Central Government Employees Group Insurance Scheme may be adopted for the State Government Employees2. (4.2.14).	Accepted.
(v) Incentive for State and National Awards: State Government may consider desirability of granting lump sum amount instead of the system of payment of two increments so far. (4.2.16)	Accepted. Finance, Revenue & Expenditure Department will examine the matter further for deciding the quantum of said incentive.
(vi) Incentives for adopting Small Family Allowance: The existing system of payment of two additional increments to eligible employees to be replaced by a system of payment of fixed monthly allowance at the following rates: Grade Pay Rate of allowance Rs. 1800-2600. Rs. 300.00 Rs. 3000-4400 Rs. 400.00 Rs. 4800-7000 Rs. 500.00 Rs. 8000-11000 Rs. 600.00 (4.2.17)	One time lump sum amount will be granted instead of fixed monthly allowance as recommended by the Commission. The quantum of this amount will be decided by the Finance, Revenue & Expenditure Department
(vii) Medical Facilities: Existing practice of reimbursement of medical expenses may be replaced by Health Insurance Scheme as under the Central Government. Pensioners may also to be brought under the purview of the insurance Scheme. (4.2.22)	

V.	PROMOTION POLICY:	
R	ecommendations of the 4th Pay Commission	Decisions of the Government
1.	The existing Advancement Grade Scheme for organized services and various gradation schemes for unorganized services and isolated posts may be replaced by a uniform Assured Career Progression Scheme (ACPS) (5.9)	Accepted. The pay scales under ACPS will be as per the table at Annexure II.
2.	The policy of merit cum seniority may be followed particularly for promotion of Group – A Officers in the Selection Grade. (5.12)	Accepted .
3.	The Officiating Promotion to be resorted to only if absolutely necessary. (5.13)	Accepted
4.	Promotion of Group "C" & "D" posts to be through frequent limited departmental promotional examination. (5.14)	Accepted
VI.	PENSIONARY BENEFITS : (6.1 to 6.34)	·
F	lecommendations of the 4 th Pay Commission.	Decisions of the Government
(i)	The age of Superannuation of all the employees of the State Government may be made uniform at 60 years. (6.33)	Status quo will be maintained. Extension will be given to the retiring officers only in exceptional cases and where the Government feels it expedient to do so re-employment or contractual appointments will be given in rarest of rare case.
(ii)	The state Government pension may be revised as per the Central Government Rules framed consequent to 6th CPC recommendations. (6.1-6.28)	Accepted.
(iii)	The ceiling of DCRG may be increased from Rs. 3.50 lakhs to Rs. 10.00 lakhs. (6.15)	Accepted.
(iv)	Medical Relief to the pensioners may be enhanced to Rs. 500.00 per month. (6.29)	The rates will be enhanced to Rs. 1000.00 per month.

Note I -

Para referred to above are those of the 4th SPC Report.

Recommendations of the 4th Pay Commission, if any, on which decisions have not been taken, will be taken up by the concerned Department separately. Note II --

RECOMMENDED PAY STRUCTURE FOR REVISION OF PAY OF STATE GOVERNMENT EMPLOYEES

AND THE REVISED PAY SCALES

SN	PRE-REVISED SCALE	PAY STRUCTURE RECOMMENDED BY THE 4TH SPC			REVISED PAY STRUCTURES			
		PAY	CORRESP		CORRESPONDING			
		BANDS	PAY BANDS	GRADE PAYS	PAY BANDS	PAY BANDS	GRADE PAYS	
S- 1	2850 -55-4170	PB-1	5200 -20200	1800	PB-1	5200 -20200	2200	
S- 2	3050-75-4550	PB-1	5200 -20200	1900	PB-1	5200 -20200	2300	
S- 3	3200-80-4800	PB-1	5200 -20200	2000	PB-1	5200 -20200	2400	
S- 4	3400-85-5100	PB-1	5200 -20200	2200	PB-1	5200 -20200	2600	
S- 5	3600-90-5400	PB-1	5200 -20200	2300	PB-1	5200 -20200	2700	
S- 6	4000-100-6000	PB-1	5200 -20200	2600	PB-1	5200 -20200	3000	
S- 7	4200-110-6400	PB-1	5200 -20200	3000	PB-1	5200 -20200	3400	
S- 8	4300-125-6800	PB-1	5200 -20200	3000	PB-1	5200 -20200	3400	
S- 9	4500-135-7200	PB-1	5200 -20200	3000	PB-1	5200 -20200	3400	
S- 10	5000-150-8000	PB-2	9300-34800	3600	PB-2	9300-34800	3800	
S- 11	5500-175-9000	PB-2	9300-34800	4000	PB-2	9300-34800	4200	
S- 12	5700-200-9700	PB-2	9300-34800	4400	PB-2	9300-34800	4600	
S- 13	7000-225-11500	PB-2	9300-34800	4800	PB-2	9300-34800	5000	
S- 14	7500-250-12000	PB-2	9300-34800	5200	PB-2	9300-34800	5400	
S- 15	9000-300-13800	PB-3	15600-39100	6000	PB-3	15600-39100	6200	
S-15(A)	10000-15200	PB-3	15600-39100	6500	PB-3	15600-39100	6700	
S- 16	11000-350-16250	PB-3	15600-39100	7000	PB-3	15600-39100	7200	
S- 17	12500-375-17000	РВ-3	15600-39100	8000	PB-3	15600-39100	8700	
S- 18	14300-400-18300	PB-4	37400-67000	9000	PB-4	32000-60000	9000	
S- 19	17200-450-21250	PB-4	37400-67000	10000	PB-5	37400-67000	9500	
S- 20	17700-500-21700	PB-4	37400-67000	11000	PB-5	37400-67000	10000	



PAY STRUCTURE FOR TEACHERS

SN.	DESIGNATION	EXISTING SCALE		RUCTURE RECOMMENDED REVISED F BY 4TH SPC STRUCTU			
			Pre-Revised Scale	PAY IN PAY BAND	GRADE		GRADE PAY
1	Pre Primary Tea	cher				· -L ·	
	GRADE III	3200-4800	3400-5100	PB-1 5200-20200	2400	PB-1 5200-20200	2200
	GRADE II	4200-6400	4200-6400	PB-1 5200-20200	3000	PB-1 5200-20200	3400
	GRADE I		5000-9000	PB-2 9300-34800	3600	PB-2 9300-34800	3800
2	Primary Teache						
l	GRADE III	4200-6400	5000-8000	PB-2 9300-34800	3600	PB-2 9300-34800	4200
	GRADE II	5500-9000	5500-9000	PB-2 9300-34800	4000	PB-2 9300-34800	4400
	GRADE I		5700-9700	PB-2 9300-34800	4400	PB-2 9300-34800	4600
3	HMLPS						
	GRADE III	4300-6800	5500-9000	PB-2 9300-34800	4000	PB-2 9300-34800	4400
	GRADE II	5500-9000	5700-9700	PB-2 9300-34800	4400	PB-2 9300-34800	4600
	GRADE I		7000-11500	PB-2 9300-34800	4800	PB-2 9300-34800	5000
4	HM PS						
	GRADE III	5000-8000	5500-9000	PB-2 9300-34800	4000	PB-2 9300-34800	4400
	GRADE II	5500-9000	5700-9700	PB-2 9300-34800	4400	PB-2 9300-34800	4600
	GRADEI	-	7000-11500	PB-2 9300-34800	4800	PB-2 9300-34800	5000
5	Graduate Teach	er					
	GRADE III	5500-9000	5700-9700	PB-2 9300-34800	4400	PB-2 9300-34800	4600
	GRADE II	7000-11500	7000-11500	PB-2 9300-34800	4800	PB-2 9300-34800	5000
	GRADE I		7500-12000	PB-2 9300-34800	5200	PB-2 9300-34800	5400
6	HM JHS						
	GRADE III	5700-9700	7000-11500	PB-2 9300-34800	4800	PB-2 9300-34800	5000
	GRADE II	7000-11500	7500-12000	PB-2 9300-34800	5200	PB-2 9300-34800	5400
	GRADE I		9000-13800	PB-3 15600-39100	6000	PB-3 15600-39100	6200
7	PGT		_				
	GRADE III	7000-11500	7000-11500	PB-2 9300-34800	4800	PB-2 9300-34800	5000
	GRADE II	9000-13800	9000-13800	PB-3 15600-39100	6000	PB-3 15600-39100	6200
	GRADEI		10000-15200	PB-3 15600-39100	6500	PB-3 15600-39100	6700
8	HM Sec. School			· · · · · · · · · · · · · · · · · · ·			
	GRADE III	7500-12000					
	GRADE II	9000-13800	9000-13800	PB-3 15600-39100	6000	PB-3 15600-39100	6200
	GRADEI		10000-15200	PB-3 15600-39100	6500	PB-3 15600-39100	6700
9	Principal Sr. SS						
	GRADE III	9000-13800				·	
	GRADE II	11000-16250	10000-15200	PB-3 15600-39100	6500	PB-3 15600-39100	6700
	GRADEI	// =	11000-16250	PB-3 15600-39100		PB-3 15600-39100	7200
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ASSURED CAREER PROGRESSION

		Pre-revised	Revised	
	2850-55-4170		Pay band	Grade pay
	Grade -IV	2850-55-4170	5200-20200	2200
.	GradeIII	3050-75-4550	5200-20200	2300
	Grade -II	3400-85-5100	5200-20200	2600
	Grade -I	4000-100-6000	5200-20200	3000
•	3050-75-4550			
	Grade -IV	3050-75-4550	5200-20200	2300
	Grade -III	3400-85-5100	5200-20200	2600
	Grade -II	4000-100-6000	5200-20200	3000
	Grade -I	4500-135-7200	5200-20200	3400
Ť	3200-80-4800	.000 100 .200	0200 20200	0100
	Grade -IV	3200-80-4800	5200-20200	2400
	Grade -III	4000-100-6000	5200-20200	3000
	GradeII	4500-135-7000	5200-20200	3400
	Grade -I	5500-175-9000	9300-34800	4200 4200
	3400-85-5100	177		TEVV
\dashv	Grade -IV	3400-85-5100	5200-20200	2600
	Grade -III	4000-100-6000	5200-20200	3000
	Grade!I	4500-135-7200	5200-20200	3400
	Grade -I	5500-175-9000	9300-34800	4200
-	4000-100-6000	3300-173-3000	9500-3-1800	4200
	Grade -IV	4000-100-6000	5200-20200	3000
	Grade -III	4500-135-7200		
	Grade -II		5200-20200	3400
	- 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	5500-175-9000	9300-34800	4200
-	Grade -I	5700-200-9700	9300-34800	4600
_	4500-175-7200	1500 105 7000		
	Grade -IV	4500-135-7200	5200-20200	3400
	Grade -III	5500-175-9000	9300-34800	4200
	Grade -II	5700-200-9700	9300-34800	4600
_	Grade -I	7000-225-11500	9300-34800	5000
_	5000-150-8000			
	Grade -IV	5000-150-8000	9300-34800	3800
	GradeIII	7000-225-11500	9300-34800	5000
	GradeII	7500-250-12000	9300-34800	5400
	Grade -I	9000-300-13800	15600-39100	6200
	5500-175-9000			
	Grade –IV	5500-175-9000	9300-34800	4200
ļ	GradeIII	7000-225-11500	9300-34800	5000
ļ	Grade –II	7500-250-12000	9300-34800	. 5400
	Grade -I	9000-300-13800	15600-39100	6200
	7000-225-11500			
	Grade -III	7000-225-11500	9300-34800	5000
	GradeII	9000-300-13800	15600-39100	6200
	Grade I	10000-325-15200	15600-39100	6700
	7500-250-12000			
	Grade -III	7500-250-12000	9300-34800	5400
į	Grade -II	9000-300-13800	15600-39100	6200
- [Grade -I	10000-325-15200	15600-39100	6700